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VIRGINIA
DEPARTMENT OF LABOR AND INDUSTRY
1989 ANNUAL REPORT

" to contribute to the quality of life enjoyed by the citizens of Virginia by improving Virginia's workplaces"

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COMMONWEALTH of VIRGINIA

Department of Labor and Industry
205 North Fourth Street

Carol Amato
Commissioner

P.O. Box 12064
Richmond, Virginia 23241

The Honorable L. Douglas Wilder
Governor
Commonwealth of Virginia
State Capitol
Richmond, Virginia 23219

Dear Governor Wilder:

I am pleased to submit to you the 1989 Annual Report of the Virginia Department of Labor and Industry.

Each of our programs enjoyed continued success during 1989. The Virginia Occupational Safety and Health Program (VOSH), through the Divisions of Occupational Safety Enforcement and Occupational Health Enforcement, continued its activities directed toward assuring, to the extent possible, safe and healthful employment in places of employment through enforcement of VOSH safety and health regulations governing all commercial and industrial establishments, and all construction, excavation, and demolition work in both the public and private sectors of the Commonwealth. Voluntary Safety and Health Compliance/Training continued to offer a program of free on-site consultations and training for small businesses wishing to comply voluntarily with VOSH safety and health standards.

The Apprenticeship Division continued to offer Virginia businesses and citizens a valuable service through the promotion, development, and registration of apprentices. As of December 31, 1989, 8,500 apprentices were registered with the more than 3,000 businesses and organizations participating as program sponsors.

During the calendar year, the Division of State Labor Law Administration investigated 2,458 employee complaints and collected $499,766.30 in unpaid wages on behalf of Virginia's workers. The Division also enforces the provisions of the Commonwealth's child labor laws and, during 1989, assessed $32,385 in penalties for violations of these requirements.

A decrease in the number of boiler and pressure vessels registered with the Boiler and Pressure Vessel Safety Division was noted in 1989. There were 18 accidents related to boiler and pressure vessels, which resulted in no injuries or fatalities.

The Division of Planning and Policy Analysis continued the responsibility of staffing to the Migrant and Seasonal Farmworkers Board. This Division also

coordinated all legislative studies required by the General Assembly as well as monitoring and analyzing federal and state legislation and its impact on the department's programs.

The Office of Federal Liaison and Technical Support provided general administrative legal and technical services to all Labor and Industry Divisions and Offices, staff support for the Safety and Health Codes Board, and liaison with the Office of the Attorney General, Commonwealth's Attorneys, and Federal OSHA.

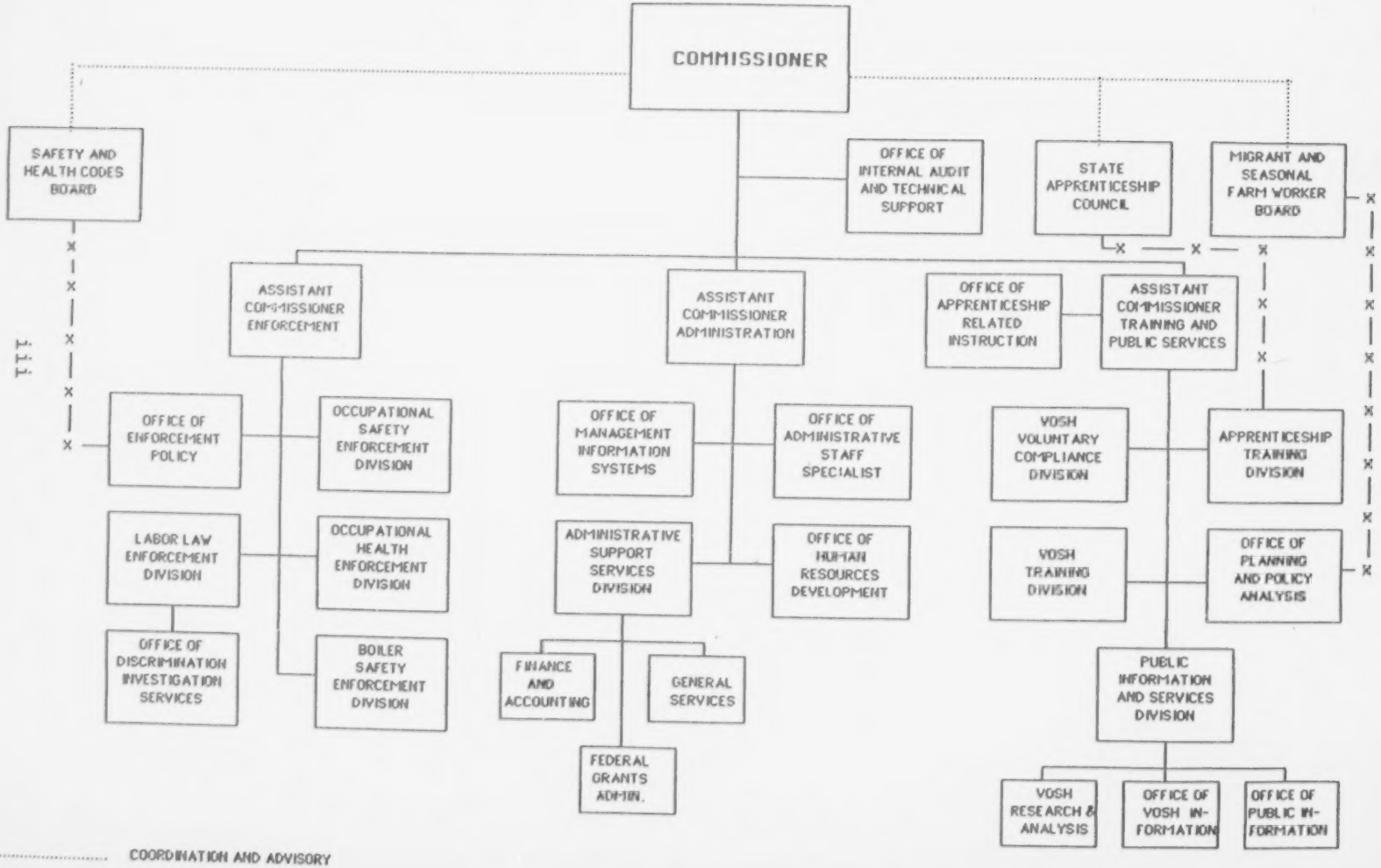
This report provides more detailed information on all of the Department's activities during the year. We look forward to continuing the progress and achievement which characterized 1989.

Sincerely,

Carol Amato
Commissioner

CA/jar

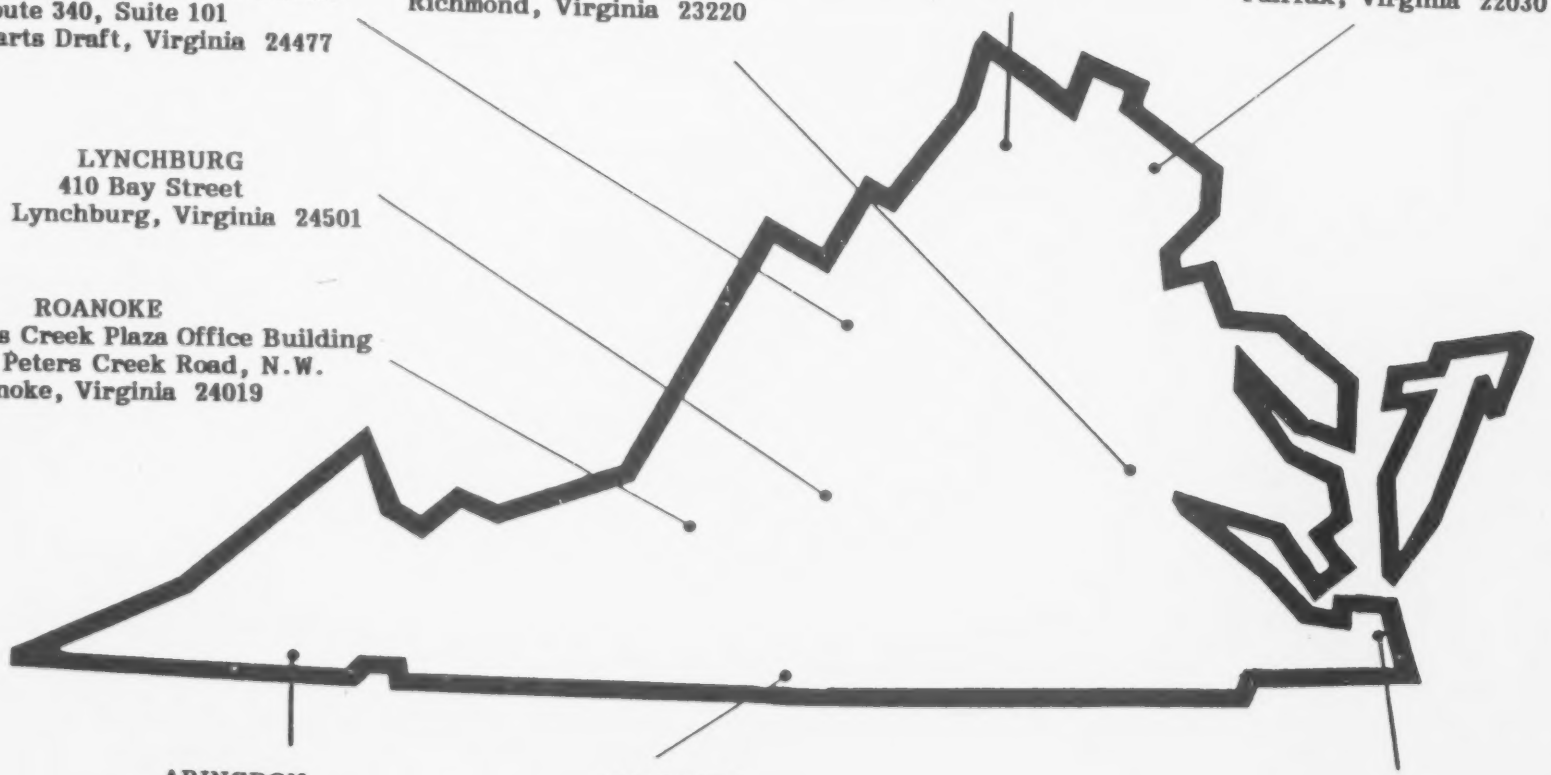
VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY


COMMISSIONER
SAFETY AND HEALTH CODES BOARD
OFFICE OF INTERNAL AUDIT AND TECHNICAL SUPPORT
STATE APPRENTICESHIP COUNCIL
MIGRANT AND SEASONAL FARM WORKER BOARD
ASSISTANT COMMISSIONER ENFORCEMENT
ASSISTANT COMMISSIONER ADMINISTRATION
OFFICE OF APPRENTICESHIP RELATED INSTRUCTION
ASSISTANT COMMISSIONER TRAINING AND PUBLIC SERVICES
OFFICE OF ENFORCEMENT POLICY
OCCUPATIONAL SAFETY ENFORCEMENT DIVISION
OFFICE OF MANAGEMENT INFORMATION SYSTEMS
OFFICE OF ADMINISTRATIVE STAFF SPECIALIST
VOSH VOLUNTARY COMPLIANCE DIVISION
APPRENTICESHIP TRAINING DIVISION
LABOR LAW ENFORCEMENT DIVISION
OCCUPATIONAL HEALTH ENFORCEMENT DIVISION
ADMINISTRATIVE SUPPORT SERVICES DIVISION
OFFICE OF HUMAN RESOURCES DEVELOPMENT
VOSH TRAINING DIVISION
OFFICE OF PLANNING AND POLICY ANALYSIS
OFFICE OF DISCRIMINATION INVESTIGATION SERVICES
BOILER SAFETY ENFORCEMENT DIVISION
FINANCE AND ACCOUNTING
GENERAL SERVICES
PUBLIC INFORMATION AND SERVICES DIVISION
FEDERAL GRANTS ADMIN.
VOSH RESEARCH & ANALYSIS
OFFICE OF VOSH INFORMATION
OFFICE OF PUBLIC INFORMATION
COORDINATION AND ADVISORY
STAFF SUPPORT

COMMISSIONERS OF LABOR AND INDUSTRY

ARCHER P. MONTAGUE	1898 - 1899
JAMES B. DOHERTY	1900 - 1917
C. G. KIZER	1917 - 1918
JOHN HIRSCHBERG	1919 - 1920
JOHN HOPKINS HALL, JR.	1921 - 1937
THOMAS B. MORTON	1938 - 1941
JOHN HOPKINS HALL, JR.	1942 - 1949
EDMOND M. BOGGS	1949 - 1977
ROBERT F. BEARD	1977 - 1982
AZIE TAYLOR MORTON	1982 - 1983
EVA S. TEIG	1983 - 1985
CAROL A. AMATO	1985 -

FIELD OFFICES



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Richmond, Virginia 23219

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Richmond, Virginia 23220

FRONT ROYAL
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Front Royal, Virginia 22630

FAIRFAX
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Fairfax, Virginia 22030

STUARTS DRAFT
Broadmoor Plaza Office Center
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Stuarts Draft, Virginia 24477

LYNCHBURG
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Lynchburg, Virginia 24501

ROANOKE
Peters Creek Plaza Office Building
3013 Peters Creek Road, N.W.
Roanoke, Virginia 24019

ABINGDON
Brookfield Square
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966 West Main Street
Abingdon, Virginia 24210

DANVILLE
104 Annhurst Drive
Danville, Virginia 24540

NORFOLK
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Suite H
Norfolk, Virginia 23513

DIRECTORY

ADMINISTRATION

Carol A. Amato
Commissioner — 804-786-2377

LABOR AND INDUSTRY ADMINISTRATION

Edward A. Hegamyer,
Assistant Commissioner — 804-786-9875

LABOR AND INDUSTRY ENFORCEMENT

W. F. Dillon, Jr.
Assistant Commissioner — 804-786-2383

LABOR AND INDUSTRY TRAINING AND PUBLIC SERVICES

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PERSONNEL

Phyllis S. Weaver
Human Resource Manager — 804-786-9869

OFFICE OF INTERNAL AUDIT AND TECHNICAL SUPPORT

Jay W. Withrow
Director — 804-786-9873

DIVISION OF APPRENTICESHIP TRAINING

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Field Supervisor, Richmond — 804-786-2382

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Field Supervisor, Fairfax — 703-691-0351

Connie M. Perry
Field Supervisor, Roanoke — 703-857-7178

Thomas E. Kavanaugh Field Supervisor, Norfolk	804-858-6700
Theresa A. Sigafoose Field Supervisor, High School Coord. Statewide	804-786-8586

APPRENTICESHIP RELATED INSTRUCTION

George A. Eanes, Jr. Education Program State Supervisor	804-371-0295

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

Jim D. Hicks Director	804-786-3160

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

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Charles L. Stiff Regional Supervisor, Richmond	804-367-1735
Charles L. Clouse Regional Supervisor, Staunton	703-332-9240
James L. Mann Regional Supervisor, Roanoke	703-857-7178
Iris M. Crenshaw Regional Supervisor, Norfolk	804-858-6700

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Region Supervisor, Norfolk 804-858-6700

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Regional Supervisor 703-857-7178

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Lilia M. Williams
Director 804-371-8589

DIVISION OF STATE LABOR
LAW ADMINISTRATION

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Director 804-786-2386

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Edwin L. Williams
Field Supervisor, Stuarts Draft 703-332-9240

Elaine F. Hargroves
Field Supervisor, Norfolk 804-858-6700

DIVISION OF VOLUNTARY SAFETY AND HEALTH
COMPLIANCE AND TRAINING

Michael Rodgers
Director 804-367-9980

Cary C. Letellier
Occupational Safety/Health Supervisor 804-367-7220
Richmond

VOSH TRAINING

Nancy L. Jakubec
Director 804-786-6359

HISTORY OF LABOR AND INDUSTRY

The Virginia Department of Labor and Industry, originally known as the Bureau of Labor and Industrial Statistics, was created by the General Assembly in 1898. The General Assembly saw the need for an agency to compile and circulate data "on the industrial pursuits of the State as they related to the commercial, industrial, social, educational, and sanitary condition of the laboring classes and to the permanent prosperity of the productive industries of the State."

In 1927 the Bureau was given the status of a regular administrative agency of the State, and its name was changed to the Department of Labor and Industry. The Department is a diverse agency dedicated to serving the needs of the citizens of the Commonwealth of Virginia. Its mission is to contribute to the quality of life enjoyed by citizens of Virginia by improving Virginia's workplaces through informational services, training, education, and enforcement of laws relating to occupational safety, health, and employment.

The authority and scope of duties of the Department has broadened since its creation. Among the services offered at one time by the Department were free employment services (now performed by the Virginia Employment Commission), regulation of private employment agencies (now with the Department of Commerce) mediation of labor disputes, except public utilities, (now a function of the Federal Labor Relations Board), and the regulation and enforcement of mining laws (since January 1, 1985, a function of the Department of Mines, Minerals, and Energy).

Virginia is one of 26 states and territories with a state administered Occupational Safety and Health Administration (OSHA) program, and is the fourteenth state to receive Final State Plan Approval for its program.

Virginia's developmental plan was approved in 1976 through legislation sponsored by then - Delegate Baliles, and it was certified by Federal OSHA in 1984. Final approval for Virginia was achieved, effective November 30, 1988, after a determination was made by OSHA that the state enforcement effort was as effective as that of the Federal OSHA program.

Final approval is a major milestone for the Virginia Department of Labor and Industry, and it demonstrates the commitment and support of the General Assembly, and industry and labor leaders to safety standards in the State. It is also a testimony to the effective partnership Virginia has enjoyed with the U.S. Department of Labor's Occupational Safety and Health Administration.

The Department of Labor and Industry through its history from the early days of the Division of Factory Inspectors has been concerned with worker safety and health. Today Virginia operates under a state plan as permitted by the Federal Occupational Safety and Health Act of 1970. Through the Virginia Occupational Safety and Health (VOSH) Program the state's occupational safety and health laws are administered and enforced. On July 1, 1985, the Bureau of Occupational Health was transferred from the Department of Health to the Department of Labor and Industry. This action by the General Assembly enhanced the

Virginia Occupational Safety and Health Program and improved the agency's ability to serve the public.

Currently, the Department of Labor and Industry is headed by a Commissioner, who is assisted by three Assistant Commissioners-- Assistant Commissioner for Administration; Assistant Commissioner for Enforcement; and Assistant Commissioner for Training and Public Services. The Department consists of eight divisions-- Apprenticeship Training; Boiler and Pressure Vessel Safety; Occupational Health Enforcement; Occupational Safety Enforcement; Planning and Policy Analysis; State Labor Law Administration; Voluntary Safety and Health Compliance/ Training; and Public Information and Services. These eight divisions provide the citizens of the Commonwealth with a number of services ranging from assisting companies in establishing apprenticeship training programs to collecting unpaid wages for workers.

Through the years the Department's Commissioners have acted promptly to recommend legislation to improve working conditions and encourage industrial expansion. Among the legislation advocated by the Department are the boiler and pressure vessel inspection law, machine guarding, mine safety laws, minimum age requirements for employment, a state building code, equal pay for equal work, apprenticeship training, a free state employment service, unemployment insurance, and elevator inspection and safety laws.

The Department through its eight divisions and three boards-- the Virginia Apprenticeship Council, the Virginia Safety and Health Codes Board, and the Migrant and Seasonal Farmworkers Board--offers continuing public service and dedication to the preservation of the health, safety, and productivity of the citizens of the Commonwealth.

ADMINISTRATION

The Virginia Department of Labor and Industry is headed by the Commissioner, who is assisted by an Assistant Commissioner for Administration, an Assistant Commissioner for Enforcement, an Assistant Commissioner for Training and Public Services, two Assistant Attorneys General, and an Office of Federal Liaison and Technical Support.

The Assistant Commissioner for Administration provides executive level direction and management to Planning and Policy Analysis, Human Resource and Personnel Development, Accounting and Finance, Budgeting, Payroll, Automated Information Systems, and Facilities and General Services.

The Assistant Commissioner for Enforcement provides direction and manages the Divisions of Boiler and Pressure Vessel Safety, Occupational Health Enforcement, Occupational Safety Enforcement, and State Labor Law Administration.

The Assistant Commissioner for Training and Public Services provides direction and manages the Divisions of Apprenticeship Training, Public Information Services, Virginia Occupational Safety and Health Information, Virginia Occupational Safety and Health Research and Analysis, and Voluntary Safety and Health Compliance/Training.

The two Assistant Attorneys General are responsible as advisors and counsel to the Department on all legal matters and serve as counsel to the Virginia Safety and Health Codes Board, the Virginia Apprenticeship Council, and the Migrant and Seasonal Farmworkers Board.

The Office of Federal Liaison and Technical Support provides general administrative legal and technical assistance to all Labor and Industry divisions and offices, staff support for the Safety and Health Codes Board, and liaison with the Office of the Attorney General, Commonwealth's Attorneys and Federal OSHA.

The Office of the Assistant Commissioner for Administration provides the agency with financial management support and general services. Activities include planning and directing the state budget, accounting, risk management, fixed assets control, purchasing and contracts, and physical plant facilities for administrative offices located in Richmond and eight field office sites.

The Administrative Organization includes Finance and Accounting, the Office of General Services, the Office of Human Resource Development, the Office of Management Information Systems, the Office of the Administrative Staff Specialist, and the Office of Planning and Policy Analysis. The Migrant and Seasonal Farmworkers Board is also included.

The Finance and Accounting Office is responsible for overseeing agency finances and accounting functions. Internal controls ensure the integrity of financial records. Agency financial statements are prepared and submitted to the State Comptroller.

During 1989 the Accounting Office established and maintained compliance with the State's Prompt Payment Act. The Prompt Payment Act establishes standards for the timely payment to vendors who supply goods and services to the agencies of the Commonwealth.

The Department received an unqualified audit report from the Auditor of Public Accounts.

Purchases from minority vendors and contractors exceeded the annual target and comprised seven per cent (7%) of the total available procurement.

During the year two Staunton field offices were consolidated into one field office located in Augusta County in Stuarts Draft.

The agency Personnel Office is responsible for all personnel/human resource activities which affect the Department's 224 employees. Personnel functions include benefits administration, compensation and classification, equal employment opportunity/affirmative action, personnel practices, personnel recordkeeping, recruitment/ interviewing, and training. The Personnel Office is staffed with a Human Resource Officer, a Compensation and Classification Analyst, and two Program Support Technicians. During 1989, a Compensation and Classification Analyst and one Program Support Technician were added.

During 1989, the Personnel Office developed an orientation program for new employees, developed an agency employee opinion survey, conducted several in-house training sessions for agency program managers/supervisors, and completed a biennial review of all agency position descriptions.

Also during the year the Personnel Office was actively involved in completing/ implementing a departmental reorganization and a compensation/classification study in the agency's Occupational Safety and Health Program. In addition, 44 positions were recruited for and filled and 13 positions were allocated upward.

The Office of Management Information Systems is responsible for implementing the Department's automation plan. This plan provides for the automation of all programmatic and financial activities of the Department. Analyses and development were continued in 1989 on an Agency Resource Management System and a Labor Law Management Information System. A Legal Support Services System supporting scheduling, reporting, and managing legal cases and freedom of information requests was completed.

The Administrative Staff Specialist serves as the Department's liaison to the Virginia Register, registers and certifies operators of tramways and related devices, reports and maintains records of labor disputes involving public utilities, maintains a central file on all regulations issued by the Department, and performs various other departmental management functions.

The Division of Planning and Policy Analysis develops plans and conducts policy analysis for the Department. It assists the Department by providing planning services and evaluating the effects of existing and potential policies and programs.

OFFICE OF FEDERAL LIAISON AND TECHNICAL SUPPORT

The office of Federal Liaison and Technical Support provides general administrative and technical support to the Virginia Occupational Safety and Health (VOSH) Program along with the other programmatic areas in the agency. Among its responsibilities are development and circulation of VOSH Program Directives, development and maintenance of the Administrative Regulations Manual, the Field Operations Manual, and the State Plan.

Additionally, this Office develops proposed standards for the Safety and Health Codes Board and provides the Board staff support. Evaluation and response to the State Plan Activity Measures (SPAM) criteria, Complaints Against State Plan Administration (CASPA's), variance requests, processing VOSH and Labor Law contested cases, and processing Freedom of Information Act (FOIA) requests are also handled by this Office.

VIRGINIA PUBLIC UTILITY LABOR RELATIONS ACT

The Commissioner of Labor and Industry by law has the duty to mediate and conciliate labor disputes affecting certain public utilities.

The Virginia Public Utility Labor Relations Act, as amended by the General Assembly, effective April 7, 1952, designates the Department of Labor and Industry as the State agency established to mediate and conciliate labor disputes. It requires notices of disputes between certain public utilities and their employees and imposes upon the Commissioner of Labor and Industry, or a designated agent, certain duties relating to labor disputes affecting the operation of certain public utilities.

The Act provides that the utility or the collective bargaining agent, recognized by the utility and its employees, shall not terminate or modify a contract until the party desiring such termination or modification serves written notice upon the Department of Labor and Industry of the proposed termination or modification at least 30 days prior to the expiration date thereof or in the event such contract contains no expiration date, at least thirty (30) days prior to the date it is proposed to make such termination or modification. Where there is no collective bargaining contract in effect, the same procedure shall be followed by the utility and its employees or designated representatives or any labor organization or association attempting to organize employees in work affecting the utility.

Upon receipt of any such notices, the Commissioner of Labor and Industry is charged with the responsibility of keeping informed about the progress of the negotiations and of notifying the Governor and informing him of the nature of the dispute. If the Governor deems it necessary, the Commissioner, or a designated agent, shall offer to meet and confer with the parties in interest and undertake to mediate and conciliate their differences. In the event Federal legislation does not apply and if the Governor deems it advisable, it shall be the duty of the utility and its employees, or designated representative, to meet and confer with the Commissioner, or an agent, at a time and place designated by the Commissioner for mediating and conciliating their differences.

The Commissioner keeps the Governor fully informed of negotiations between the utility and its employees and reports as soon as practical if a strike or lockout appears to be probable in any such dispute, or if a strike or lockout begins, whether the continuation thereof is probable.

The Commissioner of Labor and Industry, or his agent, has the right of entry upon the property of a utility.

After all means of mediation and conciliation have been exercised under this Act, and a stoppage of work is certain, the Governor, under the Seizure Act, may, if he deems it necessary, seize and operate a public utility.

Mediation and conciliation service under the Public Utility Labor Relations Act continues even though it becomes necessary for State seizure under the Public Utility Seizure Act.

In 1989, under the amended Virginia Public Utility Labor Relations Act, fifteen

(15) notices of negotiations were received during the year, seven (7) of which were electric power utilities, four (4) were telephone and telegraph utilities, and four (4) were gas distribution utilities. No mediation assistance was required during the year. The negotiations for all fifteen were brought to successful conclusions.

ENFORCEMENT

The Department has been in the process of change since mid-1985 when the Division of Mines was transferred to the Department of Mines, Minerals, and Energy, and the Occupational Health Division was transferred from the Health Department to Labor and Industry. Statistical programs have been transferred to the Virginia Employment Commission and responsibility for the Migrant and Seasonal Farmworkers Board transferred to DLI. At the same time, automation was introduced in the Department. In view of the magnitude of change occurring in the agency, the State Management Consulting Division was requested and conducted an organization and management study of the Department. The study was completed and the study report issued in March 1989. Recommendations in the study were approved, and the Department reorganized based on these recommendations on May 1, 1989.

The study identified 3 major functional areas in the Department and organized the Agency based on these functional responsibilities. The 3 areas are Administration, Enforcement, and Training/Public Services. An Assistant Commissioner position was established to provide executive-level direction and oversight for each functional area.

The Enforcement responsibilities of the Department were grouped together under the Assistant Commissioner for Enforcement. The Occupational Safety Enforcement, Occupational Health Enforcement, Boiler and Pressure Vessel Safety Enforcement, and State Labor Law Enforcement Divisions report to this Assistant Commissioner. An Office of Occupational Safety and Health Discrimination Investigation Services was initially established reporting to the Assistant Commissioner. This Office was subsequently integrated into the Labor Law Division due to the similarity in functions performed.

Finally, the Office of Federal Grants Administration was established to prepare and administer occupational safety and health and other federal grants received by the Department.

Enforcement Activity

1. AVTEX Fibers Front Royal, Inc. This was the largest private sector employer in the area. The plant had numerous safety and health violations for which it was cited. A voluntary consent decree was negotiated with the Company to abate the hazards and bring the plant into compliance. Substantial progress had been made when the plant closed in November, 1989.

2. Mosher Steel-Roanoke. After lengthy litigation questioning the constitutionality of the VOSH Program's right to inspect this plant, DLI was issued a court order compelling an inspection.

3. Inland Port - Front Royal. Numerous complaints were received on damage to homes caused by blasting in the construction of the Inland Port north of Front Royal. Homeowners in the area were upset over the dust caused by the

construction, the blasting being done in the evening and on the weekend, and what they perceived to be damage to their homes. The complaints were brought to the attention of the Port Authority.

4. Blasting - Buckingham County. A home owner in Buckingham County claimed her home was being destroyed by underwater blasting being conducted in the vicinity. DLI investigated the complaint, including contracting with a vibrations expert, and found no state laws being violated. The underwater blasting was being done under contract with the Navy.

5. Explosives Regulations. A major finding of the Regulatory Review process conducted in 1988 was that the regulations covering explosives were outdated. As a result, it was proposed to repeal these regulations effective January 1, 1989, and to transfer statutory authority to regulate explosives to the Department of Housing and Community Development which would regulate explosives through the more current Building Official Code Administration (BOCA) regulations. This proposal was approved by the 1988 Session of the General Assembly.

6. Asbestos Inspection Program. The Asbestos Inspection Program was established by Senate Bill 590, passed by the 1987 General Assembly. Roofing, flooring, and siding contractors were included in the program by the 1988 General Assembly. Under this program, the Department is required to conduct at least one annual on-site inspection of a project for each licensed asbestos contractor. The purpose of these inspections is to determine if the contractor is following the appropriate procedures for handling asbestos and to determine if workers have received proper training. The program was implemented July 1, 1988. As of June 29, 1989, 233 contractors had become licensed under this program; 146 on-site inspections had been conducted; 148 hazards had been abated; 9 unlicensed contractors identified; and 15 instances of other unlicensed activity uncovered.

7. AIDS/HBV in the Workplace. Employees fear the risk of contracting AIDS, Hepatitis B, and other contagious diseases in the workplace, and are demanding greater protections against infection. Safeguards must be provided for high-risk workers, like emergency response personnel. Likewise, AIDS victims and other disease carriers must be protected from discrimination by employers and fellow employees. At issue is determining how to educate workers about the realities of contracting contagious diseases, and about the rights of infected workers. Additionally, there is a need to address associated health care and lost productivity costs. DLI has recently developed and is now implementing a special emphasis program in the Occupational Health Enforcement Program on Bloodborne Diseases.

8. Ergonomics. Ergonomic associated injury and illnesses, namely back injuries and cumulative trauma disorders, e.g., carpal tunnel, are presently being viewed as one of the major areas of concern to the Occupational Safety and Health community in the 1990s. This problem appears to be universal in scope and has major implications for virtually all industries, e.g., computer operators, grocery clerks, and all general industry. DLI was involved in 2 ergonomic cases in 1989. The red meat packing industry is now deeply involved in this issue with Federal OSHA.

Strengthening Enforcement.

During the fall and winter of 1988, a number of articles appeared in the media concerning the occupational safety and health program and the need to strengthen compliance with the program's safety and health standards. As a result of this coverage and the increasing rate of occupational injuries and deaths, the following actions were taken by the 1989 General Assembly:

1. Additional funds were appropriated by the Assembly for the program. These funds are being used to hire additional inspectors; however, the main thrust has been to improve compliance through better education and training of employers and workers. Quarterly briefings are being held to educate employers and employees on new safety and health standards. Training on the requirements in new standards is also being conducted across the State.

2. The Assembly directed the Secretary of Economic Development to develop a plan for strengthening compliance with workplace safety and health standards through the use of the state procurement process. Working with other state agencies, this Department developed the required plan and legislation (SB 290) was introduced during the 1990 Session to implement it. The bill was carried over to the 1991 Session to allow the Department to resolve contractor concerns with the bill's language.

3. The 1989 Assembly directed the Department to conduct a study to determine if there was a need for a public supported training program for boiler and pressure vessel operators. The Department conducted the study in conjunction with the Community College System and determined that the need for such a program did not exist.

4. During the 1989 Session, the Assembly enacted legislation authorizing local jurisdictions to require certification of boiler and pressure vessel operators. The legislation required the Safety and Health Codes Board to establish standards to be used in determining the ability, proficiency, and qualifications for certification. Working with the Board, the Department developed the required standards which were promulgated in accordance with the Administrative Process

Act and published in the Virginia Register on December 18, 1989.

5. The Department developed and published an Agency Policy Statement on Manslaughter Charges as a Result of Workplace Fatalities. A frequent criticism of the occupational safety and health program is that penalties are too low, especially when a fatality is involved. The Department has had the authority, in the past, to refer manslaughter charges to the Commonwealth's Attorneys, and the Policy Statement is intended to provide better guidelines for determining when such action is appropriate. The Policy Statement was drafted during the summer of 1989 and distributed to Commonwealth's Attorneys and to interested parties for comment and published in the Virginia Register. The policy which has been endorsed by both management and labor was finalized by the Department of Labor and Industry on October 1, 1989. To date, no referrals for criminal prosecution have been made under the new policy.

6. Each year, approximately 20 percent of the workplace fatalities in Virginia are the result of accidental contact with overhead high voltage lines. In view of the frequency of such accidents, the 1989 General Assembly adopted the Overhead High Voltage Line Safety Act (HB21). The Act, among other things, makes it unlawful to operate equipment within 10 feet of overhead high voltage lines. The Department is charged with enforcing the Act in the same manner it enforces other occupational safety and health standards.

VIRGINIA SAFETY AND HEALTH CODES BOARD

An important aspect of the VOSH Program is the role of the Virginia Safety and Health Codes Board. This Board, appointed by the Governor, by law is drawn from various industries and is a mix of employee/employer representatives and the general public. The Board formerly had a membership of twelve, but was expanded in 1988 to fourteen. The two additional members represent agricultural employers and agricultural employees. The Board is authorized "to adopt, alter, amend or repeal rules and regulations to further, protect and promote the safety and health of employees in places of employment." Standards adopted by the Board carry the force of law.

When federal OSHA promulgates a standard, the Commonwealth has six months to adopt and begin enforcing a comparable standard. The Safety and Health Codes Board may adopt an identical standard or amend the federal standard to better suit the needs of Virginia as long as a determination by OSHA is made that the Virginia standard is "as effective as" the federal standard. The Board also has the authority to adopt unique state standards in the absence of federal standards. All VOSH standards are promulgated in keeping with the spirit and requirements of the Virginia Administrative Process Act.

The Virginia Department of Labor and Industry through the Virginia Occupational Safety and Health (VOSH) Program administers and enforces the state's occupational safety and health laws. The mission of the VOSH Program is to - assure safe and healthful working conditions for Virginia's workers. The Occupational Safety and Health Act of 1970 (PL 91-596) and the Code of Virginia (Title 40.1) provide the program with the authority to conduct a comprehensive safety and health effort. Three divisions - Occupational Safety Enforcement, Occupational Health Enforcement, and Voluntary Safety and Health Compliance/ Training make up the VOSH Program. The two primary functions of the program are enforcement and encouraging voluntary compliance.

The Virginia Safety and Health Codes Board promulgated 21 safety and health standards or amendments to standards which provide a greater level of protection to Virginia's workers. These new requirements address, among other things, the following issues and hazards: formaldehyde, ethylene oxide, grain handling facilities, concrete and masonry construction, crane or derrick suspended personnel platforms, lockout/tagout, excavations and trenches, underground construction, permissible exposure limits for chemicals, and asbestos.

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

The Division of Occupational Safety enforces the state laws that address the safety and health of workers employed in construction and general industry, both in the public and private sector. The Division's jurisdiction covers all commercial and industrial establishments, and all construction, excavation, and demolition work within the Commonwealth.

The primary responsibility of the Division is to make scheduled inspections of the state's workplaces to ensure compliance with state safety standards and regulations. In addition, the Division responds to complaints from employees and investigates accidents and fatalities. The Division's overall objective is to eliminate workplace hazards through inspection, abatement, and enforcement.

In 1989 safety inspectors continued a special emphasis program on trenching. Due to the inherently dangerous nature of trenching and the number of injuries and fatalities caused by trenching operations, this special emphasis project is expected to be in effect for some time. In the period from January 1, 1989 to December 31, 1989, 257 trenching inspections were conducted. Eight hundred fifty-two violations were cited; 199 trenching violations, and 653 non-trenching violations. The most frequently cited standards were 1926.652 (106 -- trenching requirements), 1926.651 (54 -- excavation requirements), 1926.650 (39 -- protection requirements) and 1926.59 (202 -- hazard communication), which is included in the 653 non-trenching violations. There were 174 Serious violations, 12 Willful, 96 Repeat and 570 Other than Serious violations cited.

ANALYSIS OF ACTIVITIES OF THE

OCCUPATIONAL SAFETY ENFORCEMENT DIVISION

COMPARISON: 1988 and 1989

ITEM	1988	1989
Safety Inspections:		
Planned	1,834	1,745
Follow-Up	75	57
Complaints	183	278
Referrals	285	209
Accidents	115	102
Unprogrammed Related	297	295
Programmed Related	7	20
Monitoring	4	6
Attempted inspections (No inspection conducted)	250	138
Total	3,050	2,850
Safety Violations - Total	8,213	9,392
Fatality Investigations	68	45
Court Cases Completed	30	
Informal Conferences Held	351	419
Speeches and Seminars	6	11
Safety Schools for Representatives	20	19
State Safety Conference	1	1

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

The Division of Occupational Health Enforcement has as its primary responsibility workplace inspections in both the private and public sector. To accomplish this task, the Division enforces the state laws that address the safety and health of workers employed in construction and general industry. The Division's overall objective is to eliminate safety and health workplace hazards through inspections, citations and abatement of hazards.

Industrial hygienists conduct workplace inspections to determine compliance with the health portions of the standards. Workplace inspections are generated through a general schedule scheme, employee complaint, accident, referral, fatality or catastrophe, or follow-up requirements.

The Division of Occupational Health also conducts inspections to determine compliance with the Commonwealth's new Asbestos Licensing Law.

ANALYSIS OF ACTIVITIES OF THE OCCUPATIONAL HEALTH ENFORCEMENT DIVISION

Comparison: 1987, 1988, and 1989

ITEM	1987	1988	1989
Health Inspections:			
Variance			1
Programmed Related			2
Records Only	0	0	0
Planned	51	84	51
Follow-up	11	17	24
Complaints	177	187	224
Referrals	53	52	73
Accident/Fatality	3	4	2
Unprogram Related	11	17	28
Monitoring	10	12	3
Total Inspections	316	373	408
Health Violations:			
Serious	51	183	342
Willful	3	7	14
Repeat	18	17	19
Other	641	744	772
Total Violations	813	951	1147
Penalties Assessed:			
Penalties	$27,595	$67,620	$223,255
Failure to Abate Penalties	$20,900	$ 8,100	$ 31,100
Total Penalties	$48,495	$75,720	$254,255

DIVISION OF STATE LABOR LAW ADMINISTRATION

The Division of State Labor Law administers 12 State laws. The laws enforced by the Division include the State minimum wage, the payment of wages, garnishee rights, child labor, the right to work, wage discrimination based on sex, magazine subscription solicitation, and certain other provisions of State law governing polygraph tests, medical examinations, employees being prevented employment by others, employees' day of rest, and discharge for work-related injuries.

This division traces its origin to the Department of Women and Children which was established contingent on State funding in 1918. In 1922, the General Assembly provided the funding for a permanent Division of Women and Children. In the beginning, this division enforced the child labor law and laws for protection of women in industry including the ten-hour workday law, the seat law, and laws providing for proper sanitary equipment.

In 1978, the name of the Division was officially changed to Division of State Labor Law Administration. Today, the Division provides employers and employees of the Commonwealth invaluable assistance in meeting the requirements of the State's labor laws. Its representatives conduct both general inspections of business establishments and complaint investigations with the primary objective of ensuring compliance with current State labor laws and redressing grievances.

The Payment of Wage law was amended by the 1989 General Assembly to authorize the Department to assess penalties and interest on unpaid wages. Between July 1, and December 31, 1989, $64,400 was assessed in penalties.

COURT CASES PROCESSED BY CLASSIFICATION

(CIVIL AND CRIMINAL)

Classification	Total 1988	Total 1989
Grand Total	336	181
Civil	317	158
Criminal	19	23
Payment of Wages and Establishment of Regular Pay Periods	331	179
Civil	315	156
Criminal	16	23
Child Labor Laws of Virginia	2	2
Civil	2	2
Soliciting Subscription Contracts for Books, Magazines, Etc.	3	0
Criminal	3	0

ANALYSIS OF CHILD LABOR CIVIL MONEY PENALTIES

ITEM	ACCOMPLISHMENTS 1988	1989
Number of Children Involved:	195	174
Types of Violations Cited:		
Working Without Employment Certificate	84	84
Failure to Keep Time Records	55	75
Employment of Children in Prohibited or Hazardous Occupations	65	47
Working Illegal Hours	113	150
Total Child Labor Civil Money Penalties Completed:	101	90
Number of Penalties Assessed Employers	99	90
Number of Employers Sent Warnings	2	0
Amount of Penalties Assessed Employers	$17,245.00	$32,385.00

COMPLAINT INVESTIGATIONS BY CLASSIFICATION

Classification	Total 1988	Total 1989
GRAND TOTAL	3,073	2,458
Payment of Wages and Establishment of Regular Pay Periods	2,945	2,306
Virginia Minimum Wage Act	4	3
Child Labor Laws of Virginia	113	124
Right-to-Work Law	3	0
Preventing Employment by Others of Former Employees	2	17
Unlawful to Require Payment for Medical Examination as Condition of Employment	0	3
Employers to Allow Employees at Least One Day of Rest in Each Week	0	2
Equal Pay Irrespective of Sex	0	0
Soliciting Subscription Contracts for Books, Magazines, Etc.	3	0
Maximum Portion of Disposable Earnings Subject to Garnishment	3	2
Prohibition of Use of Certain Questions on Polygraph Tests for Employment	0	0
Discharge of Employee for Absence Due to Work-Related Injury Prohibited*	0	1

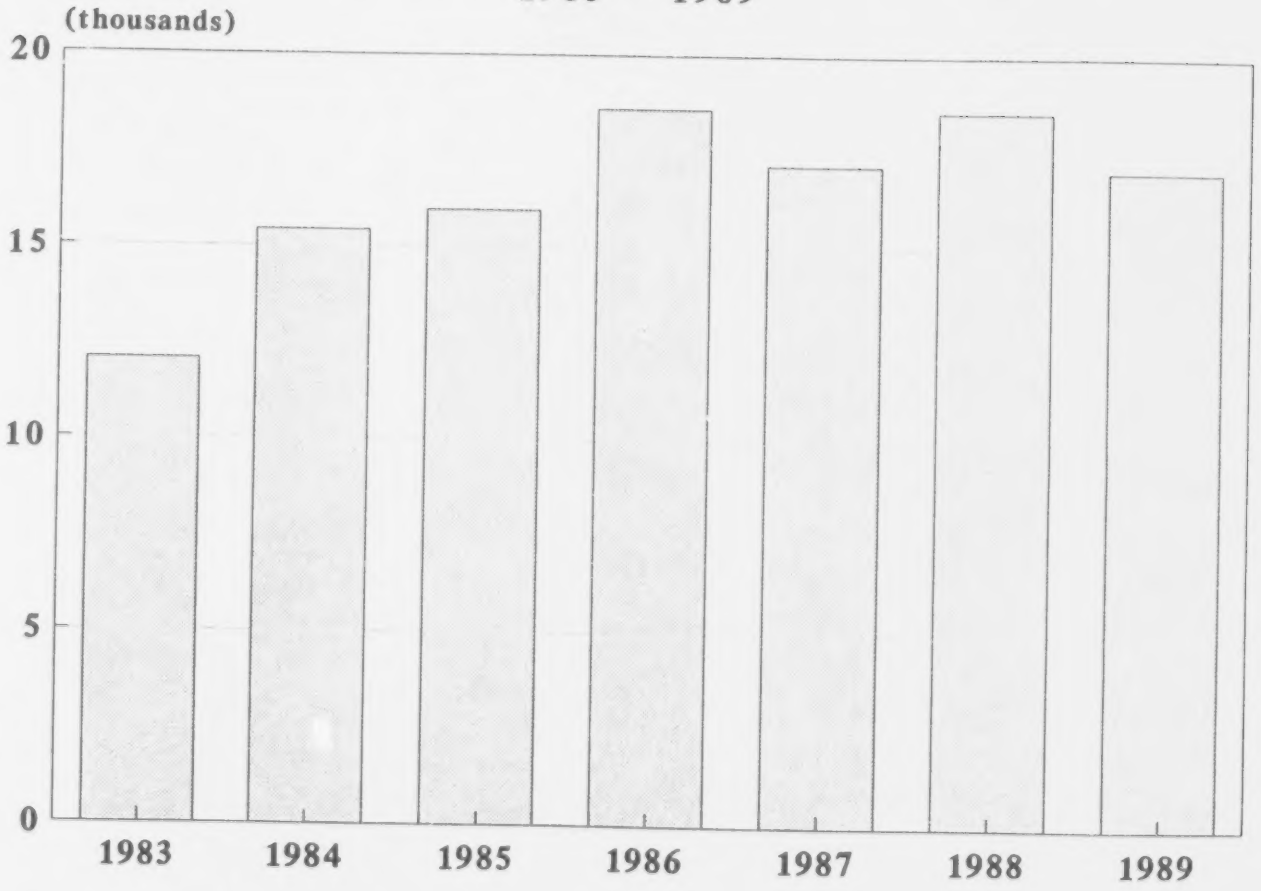
*Enacted and Assigned to Labor Law Division on 7/1/89.

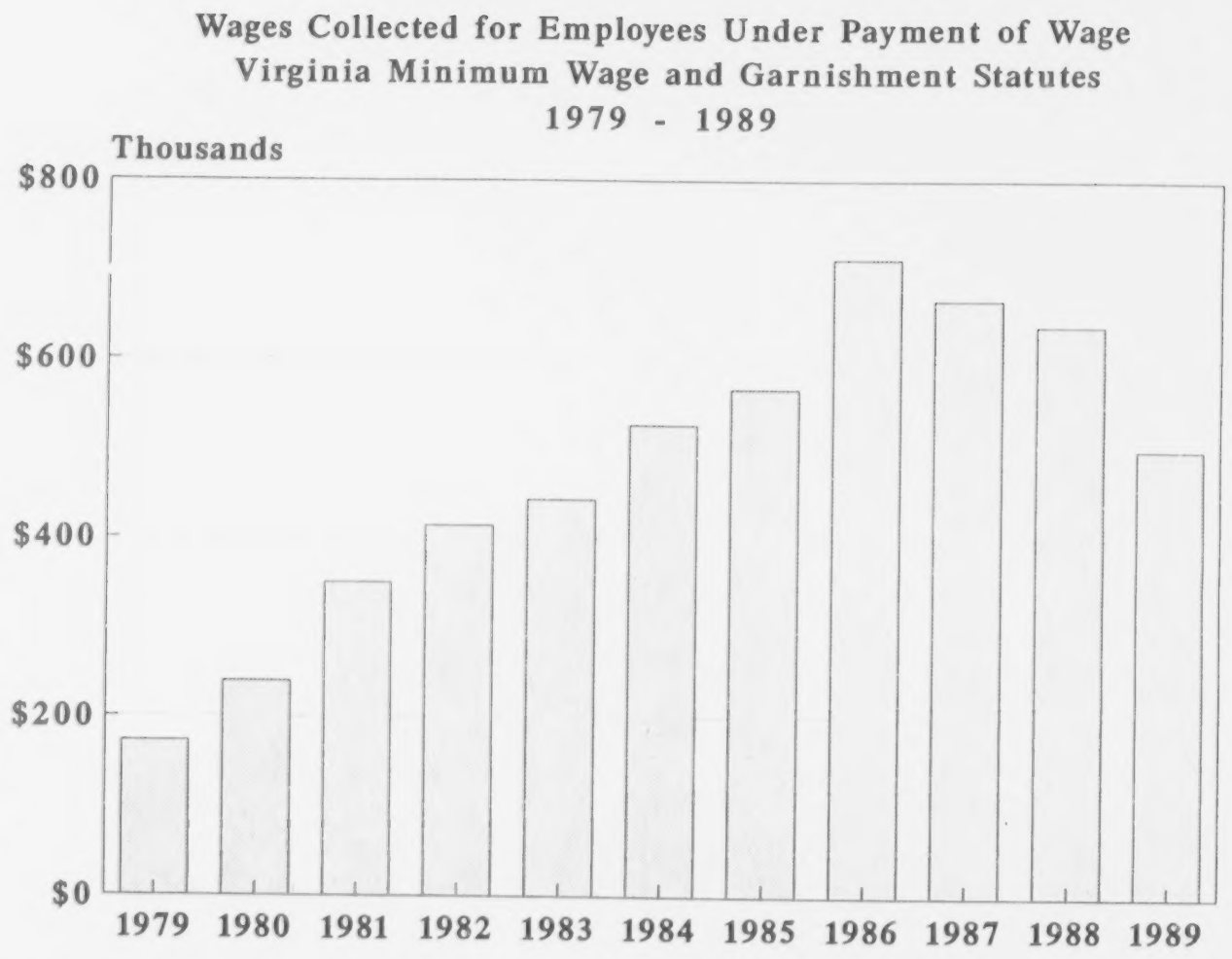
COURT DISPOSITION ON VIOLATIONS PROCESSED
(Civil and Criminal)

Title and Section Code of Virginia	No. of Court Cases 1988	1989	Convictions 1988	1989	Dismissals 1988	1989	*Non-suited **Nol Prossed 1988	1989	Judgment Awarded 1988	1989
TOTAL	336	181	5	9	138	76	20	11	173	85
Civil	317	158	0	0	136	71	8	2	173	85
Criminal	19	23	5	9	2	5	12	9	0	0
Payment of Wages and Establishment of Regular Pay Periods - 40.1-29	331	179	2	9	138	75	19	11	172	84
Civil	315	156	0	0	136	70	7	2	172	84
Criminal	16	23	2	9	2	5	12	9	0	0
Child Labor Laws of Virginia - 40.1-78 et seq.	2	2	0	0	0	1	1	0	1	1
Civil	2	2	0	0	0	1	1	0	1	1
Soliciting Subscription Contracts for Books, Magazines, Etc. - 40.1-112	3	0	3	0	0	0	0	0	0	0
Criminal	3	0	3	0	0	0	0	0	0	0

*Civil
**Criminal

Employment Certificates Issued to Minors 12 to 18
1983 - 1989




Wages Collected for Employees Under Payment of Wage
Virginia Minimum Wage and Garnishment Statutes
1979 - 1989
Thousands
$800
$600
$400
$200
$0
1979
1980
1981
1982
1983
1984
1985
1986
1987
1988
1989

DISCRIMINATION COMPLAINTS

Any employee or representative of an employee who believes that a violation of an occupational safety or health standard exists which threatens physical harm or constitutes an imminent danger may request an inspection by sending a signed written notice to the Virginia Occupational Safety and Health (VOSH) Program. The identity of the complainant will be kept confidential.

An employee who files a complaint cannot be discharged or discriminated against by his employer. Any employee who feels that he has been fired or discriminated against as a result of filing an occupational safety and health complaint should contact, within 30 days, the VOSH Program and make either a written or oral discrimination complaint. A VOSH Discrimination Investigator will interview the complainant to determine whether the complaint is appropriate. If the complaint is appropriate the Discrimination Investigator will investigate the matter and attempt to settle the case. If attempts to settle the case fail, the matter can be sent to the Commonwealth's Attorney for prosecution. During 1989 VOSH's Discrimination Investigators received 26 discrimination complaints.

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

The Commonwealth of Virginia first adopted a Boiler and Pressure Vessel Safety law in 1960 after continual urging by the Department of Labor and Industry. Initially the State Corporation Commission was authorized to establish official standards for the protection of human life and property from unsafe manufacture and use of boilers and pressure vessels in the Commonwealth. It was intended that local authorities enforce these standards and regulations. In 1972 the General Assembly transferred the boiler and pressure vessel law from the State Corporation Commission to the Department of Labor and Industry. The Boiler and Pressure Vessel Safety Division was established as part of the Department in 1973.

The law was again modified by the General Assembly and a ten-member Advisory Boiler Commission was appointed in 1973. The Commissioner presented a final draft of rules and regulations to the Virginia Safety and Health Codes Commission on April 2, 1974. These rules and regulations became effective July 1, 1974.

The Division of Boiler and Pressure Vessel Safety enforces the provisions of the Boiler and Pressure Vessel Safety Act as set forth in Chapter 3.1 of Title 40.1 of the Virginia Code. The Division's primary objective is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws and rules and regulations governing the construction, installation, operation, maintenance, and repair of boilers and pressure vessels. Frequency and types of boiler and pressure vessel inspections are specified by law. Records are kept on the number of violations noted, occurrences and nature of accidents, and other specified activities of the Division.

The Division of Boiler and Pressure Vessel Safety is headed by a Chief Inspector who must hold a Certificate of Competency and a National Board of Boiler and Pressure Vessel Inspectors Commission as a boiler inspector. All boiler inspectors with the Division also must possess a National Board Commission.

Inspections of the more than 70,800 boilers and pressure vessels are made by the Division, insurance companies registered in Virginia to write boiler and pressure vessel insurance, and owner/users who qualify and obtain Virginia commissions from the Department of Labor and Industry for their inspection personnel.

In 1986 the General Assembly approved legislation increasing the fees charged and collected for inspecting boilers and pressure vessels. This was the first increase in the fees since 1976. The increase was necessitated by the operating deficit resulting from the Division's 1985 designation by the General Assembly as a general fund program.

The Division assisted in the transfer of the explosive enforcement program to the Department of Housing and Community Development which was effective January 1, 1989.

ANALYSIS OF ACTIVITIES OF THE
BOILER AND PRESSURE VESSEL SAFETY DIVISION
Comparison: 1988 and 1989

ITEM	1988	1989
Total Active Objects Registered	71,690	70,800*
Certificates Issued	26,003	29,359
Violations Reported	1,028**	1,077**
Compliances	788**	926**
Quality Control Reviews	16	29
Nuclear Surveys	4	0
Special Inspections	0	2
Occurrences	10	18
Injuries	1	0
Fatalities	0	0
Inspector's Examinations	4	3
Applicants Taking Exam	27	14
Applicants Passing Exam	18	7
Commissioned Inspectors	308	282
Explosive Permits Issued		
Store & Use - Class I Magazine	311	N/A
Store & Use - Class II Magazine	553	N/A
Small User's	308	N/A
Special Use	0	N/A
Sell Retail	17	N/A
Sell Wholesale	3	N/A
Sell Wholesale & Retail	12	N/A
Manufacture & Sell	6	N/A

* Adjusted to Update Equipment Removed or Replaced
** Statistical Variation Due to Carry Over From Previous Year(s)

TRAINING AND PUBLIC SERVICES

The Department of Labor and Industry accomplishes its mission chiefly through one of two ways: enforcement of regulations; and sponsoring education, training, and information programs which help businesses voluntarily comply with regulations, or which promote the development of a skilled labor force. The department's education, training, and information programs report to the Assistant Commissioner for Training and Public Services.

Training and Public Services is comprised of three divisions: Apprenticeship Training, Voluntary Safety and Health Compliance and Training, and Public Services and Information. These divisions are responsible for:

promoting, developing and maintaining apprenticeship programs throughout the Commonwealth;

providing free consultative services to small, high hazard businesses to achieve compliance with occupational safety and health regulations;

providing free consultative services to the public sector to achieve compliance with occupational safety and health regulations;

providing training to the public on occupational safety and health topics;

keeping the public and the media informed about department activities and initiatives;

developing and maintaining productive working relationships with department constituents;

and providing training assistance to agency staff to meet program needs.

During this year a number of new initiatives have been supported or undertaken by these divisions. Among these new initiatives are:

the High School Apprenticeship program;

quarterly briefings for the public;

a constituent newsletter;

the constituent database;

and joint training with industry on occupational safety and health

VIRGINIA APPRENTICESHIP COUNCIL

The Virginia Apprenticeship Council, an eight member board appointed by the Governor, plays an integral role in Virginia's apprenticeship program. The Council was established in 1938 by the Virginia Voluntary Apprenticeship Act. It consists of an equal number of employee and employer representatives all familiar with apprenticeable occupations. The Commissioner of the Virginia Employment Commission and the Executive Director of the Virginia Council on Vocational Education or his designee serve as ex-officio voting members of the council.

Council members serve three year terms staggered to maintain continuity on the Council. At the beginning of each year the Governor designates one member of the Council to serve as chairman.

The Council is responsible, along with the Division of Apprenticeship Training, for formulating policies to effectively administer the Virginia Apprenticeship Act. Among the duties of the Council are the review and approval of standards for apprentice training and the issuance of Certificates of Completion of Apprenticeship.

The Council has implemented a part-time high school apprenticeship program. The need to link vocational education with private industry through a transition program will be met with this program. Students will be in the workforce prior to graduation with the opportunity to be productive while learning. Several school divisions are participating.

The infusion of students into the skilled trades will assist in the development of highly skilled workforce needed in Virginia's future.

DIVISION OF APPRENTICESHIP TRAINING

Apprenticeship is a planned, supervised program of on-the-job training and related technical instruction in those occupations recognized as skilled trades. The Division of Apprenticeship Training maintains a statewide system of apprentice training as set forth in the Virginia Voluntary Apprenticeship Act of 1938. The mission of the apprenticeship training system in Virginia is to provide a skilled workforce for employers throughout the Commonwealth.

With the guidance of the Virginia Apprenticeship Council, the Division assists employers in developing training programs, securing related instruction, and recruiting new industries and qualified apprenticeship applicants for participation in the program. Apprenticeship training is provided by private employers with technical support and formal registration being provided by the state. This cooperative effort between management, labor, and government is cost effective, user driven, and has a minimum of government control and regulation.

The Division, through the central office in Richmond and 7 field offices across the state, provides ready access to services for sponsors and apprentices.

The Division works closely with local school divisions and program sponsors to ensure that necessary related instruction is available. The sponsors accept the responsibility of providing on-the-job training and making arrangements for related training classroom instruction as needed.

A survey of graduate apprentices was conducted during 1989. Respondents indicated a high rate of satisfaction with both their on-the-job and related classroom experiences. Ninety-nine percent of the graduates indicated that they had acquired adequate skills to be classified as a journeyman. The results of the survey will be used to assist employers and related training providers in improving their training efforts.

In September 1989, the Division implemented the first phase of the High School Apprenticeship Linkage Program designed to link the high school aged population with business and industry. The primary objective of the program is to expand the skilled workforce of the Commonwealth while encouraging high school aged youth to attain a high school diploma or equivalent. Any student who is at least 16 years of age and enrolled in any high school program prescribed by the Standards of Quality for Public Schools in Virginia and the regulations of the Board of Education, may apply for admission to the High School Apprenticeship Program.

Issues such as safety, liability and welfare of the students are being studied by all participating parties to assure that the system will work to the mutual benefit of employers and the students while meeting the sound educational goals of the schools. It appears that the program will be adopted by a number of school systems throughout the state as the availability of young entry level employees continues to decrease. Future graduates of the High School Student Apprentice Program will be continued as advanced apprentices.

A recent publication of the U.S. Department of Labor, "Work-Based Learning: Training America's Workers," mentions that the labor force is growing slower

as the result of the declining birth rate. The pool of young workers is shrinking, requiring employers to look for new sources of entry level workers.

In the fall of 1989, the Virginia Apprenticeship Council adopted the following mission statement:

To provide the Commonwealth of Virginia with a highly skilled workforce by promoting quality apprenticeship training and providing leadership in the development of trained workers; thus, enhancing industrial development by continuing Virginia's growth of business and industry.

Council also adopted five goals to assist in accomplishing the mission:

*Improve the understanding and awareness of apprenticeship in Virginia.

*Enhance the career attractiveness of technical and skilled work through apprenticeship.

*Establish effective and equitable policies for the apprenticeship program.

*Enhance the quality of apprenticeship programs in Virginia.

*Improve the effectiveness and public awareness of the Virginia Apprenticeship Council.

The Staff of the Apprenticeship Division will work diligently with sponsors, educators and the Virginia Apprenticeship Council to accomplish these goals.

APPRENTICE ACTIVITY STATISTICS BY OCCUPATION GROUP

JANUARY 1, 1989 - DECEMBER 31, 1989

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
DRAFTER, ARCHITECTURAL	5	2	1	1	1	1	5	1
RESEARCH MECHANIC	4	0	0	0	0	0	4	1
ELECTRICAL TECHNICIAN	18	5	0	3	3	0	23	3
ELECTRONICS TECHNICIAN	32	13	1	1	1	0	44	5
CABLE SPLICER	1	0	0	0	0	0	1	1
INSTRUMENTATION TECHNICIA	10	2	0	0	0	0	12	4
TRANSPORTATION ENGINEER	2	0	0	0	0	0	2	2
DRAFTER, CIVIL	0	1	0	0	0	0	1	1
MECHANICAL-ENGINEERING TE	16	4	0	5	5	0	20	1
DRAFTER, MECHANICAL	3	0	0	2	2	0	3	1
METALLURGICAL TECHNICIAN	1	4	0	1	1	0	5	2
NONDESTRUCTIVE TESTER	0	2	0	0	0	0	2	1
QUALITY-CONTROL TECHNICIA	22	12	6	7	7	0	28	6
LAND SURVEYOR	135	62	39	21	13	0	158	166
SURVEYOR ASSISTANT, INSTR	4	4	0	1	1	0	8	6
MATERIALS ENGINEER	3	2	1	0	0	0	4	1
TEST TECHNICIAN	56	12	3	8	8	0	65	1
HORTICULTURIST	1	0	0	0	0	0	1	1
DENTAL ASSISTANT	0	2	0	2	2	0	2	1
INSPECTOR, BUILDING	1	0	0	0	0	0	1	1
INSPECTOR, INDUSTRIAL WAS	3	0	0	0	0	0	3	1
COMPUTER-PERIPHERAL-EQUIP	4	0	1	0	0	0	3	1

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
MATERIAL COORDINATOR	0	1	0	0	0	0	1	1
SALESPERSON, PARTS	1	0	0	1	1	0	1	1
OPTICIAN, DISPENSING 2	271	183	87	73	64	0	364	404
BAKER, HEAD	4	0	0	0	0	0	4	3
CHEF	13	0	1	0	0	0	12	11
COOK	115	50	37	17	15	0	128	102
COOK, PASTRY	0	3	0	0	0	0	3	1
COOK	58	34	18	9	9	0	73	41
MEAT CUTTER	23	0	4	0	0	0	19	11
BARBER	86	82	42	21	20	0	122	162
COSMETOLOGIST	652	617	355	192	173	5	902	1,176
PSYCHIATRIC AIDE	2	0	0	0	0	0	2	1
SHOE REPAIRER	1	0	1	0	0	0	0	0
FIRE FIGHTER	2	0	0	1	1	0	2	2
FIRE INSPECTOR	1	0	0	1	1	0	1	1
PLATER	7	2	6	0	0	0	3	2
HEAT TREATER 1	1	0	0	0	0	0	1	1
MOLDER	8	4	3	3	3	0	9	5
BAKER	39	15	13	2	4	0	41	42
CHLORINATOR OPERATOR	3	0	0	0	0	0	3	1
MODEL MAKER, FIREARMS	1	0	0	0	0	0	1	1
MACHINIST	636	221	120	97	102	0	736	620

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
MACHINIST, EXPERIMENTAL	0	1	0	0	0	0	1	1
MAINTENANCE MACHINIST	49	2	4	9	7	0	47	14
MOLD MAKER, DIE-CASTING A	3	2	1	0	0	0	4	3
TOOL MAKER	7	1	0	3	2	0	8	4
TOOL-AND-DIE MAKER	59	18	2	13	12	0	75	63
GRINDER OPERATOR, SURFACE	2	1	0	1	1	0	3	1
GRINDER SET-UP OPERATOR,	0	2	0	0	0	0	2	1
GRINDER SET-UP OPERATOR,	1	1	0	1	1	0	2	1
NUMERICAL CONTROL OPERATO	3	19	2	0	0	0	20	3
MACHINE OPERATOR	0	1	0	0	0	0	1	1
BLACKSMITH	6	0	1	0	0	0	5	3
MACHINE OPERATOR 1	1	0	0	0	0	0	1	1
INSPECTOR, METAL FABRICAT	30	0	3	0	0	0	27	1
METAL FABRICATOR	25	13	10	3	2	0	27	13
METAL-FABRICATOR APPRENTI	1	0	0	0	0	0	1	0
INSPECTOR	10	1	0	3	3	0	11	4
AUTOMOBILE MECHANIC	61	28	19	11	10	0	70	63
AUTOMOBILE TESTER	2	0	0	2	2	0	2	2
CONSTRUCTION-EQUIPMENT ME	26	0	9	6	6	0	17	4
MECHANIC, INDUSTRIAL TRUC	11	2	2	0	0	0	11	8
TRANSMISSION MECHANIC	4	0	0	2	2	0	4	1
AIRFRAME-AND-POWER-PLANT	1	1	0	0	0	0	2	1

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
MACHINIST, OUTSIDE	274	31	65	17	17	0	240	17
DIESEL MECHANIC	27	3	0	7	7	0	30	21
SMALL-ENGINE MECHANIC	11	0	1	10	0	0	10	1
MACHINE REPAIRER, MAINTEN	2	0	0	1	1	0	2	1
REPAIRER, WELDING, BRAZIN	10	4	4	0	0	0	10	1
MAINTENANCE MECHANIC, COM	10	0	0	0	0	0	10	1
TREATMENT-PLANT MECHANIC	20	2	4	5	5	0	18	1
OFFICE-MACHINE SERVICER	1	0	1	0	0	0	0	0
AIR-CONDITIONING INSTALLE	1	0	1	0	0	0	0	1
ENVIRONMENTAL-CONTROL-SYS	164	159	60	18	19	0	263	242
GAS-APPLIANCE SERVICER	0	2	0	0	0	0	2	2
REFRIGERATION MECHANIC	84	15	27	4	4	0	72	40
MAINTENANCE MECHANIC	462	155	44	83	41	0	573	467
MILLWRIGHT	70	10	2	8	9	0	78	31
SEWING-MACHINE REPAIRER	1	0	0	0	0	0	1	1
ROTOGRAVURE-PRESS OPERATO	22	0	0	9	9	1	21	2
WEB-PRESS OPERATOR	64	0	0	12	12	0	64	4
PRINTER, PLASTIC	0	1	0	0	0	0	1	1
OFFSET-PRESS OPERATOR 1	15	0	0	1	0	0	15	12
PRESS OPERATOR	1	0	1	0	0	0	0	1
OFFSET-PRESS OPERATOR 2	22	4	13	1	1	0	13	1
FOLDING-MACHINE OPERATOR	1	0	0	0	0	0	1	1

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
BINDERY WORKER	69	0	1	5	5	0	68	25
OFFSET PRINTER	0	1	0	0	0	0	1	1
CABINETMAKER	39	30	21	6	6	0	48	46
LOFT WORKER	18	7	2	6	6	0	23	1
PATTERNMAKER, WOOD	3	0	0	0	0	0	3	3
KNITTING-MACHINE FIXER	0	24	1	2	2	0	23	1
PATTERNMAKER, METAL, BENC	17	4	0	3	3	0	21	8
MODEL MAKER	9	1	0	0	0	0	10	1
JEWELER	5	9	0	0	0	0	14	3
LOCKSMITH	8	0	2	0	0	0	6	4
ELECTROMECHANICAL TECHNIC	9	4	4	0	0	0	9	2
INSTRUMENT MECHANIC	57	20	1	13	13	0	76	15
DENTAL-LABORATORY TECHNIC	2	0	1	1	0	0	1	1
BIOMEDICAL EQUIPMENT TECH	1	0	0	0	0	0	1	1
TELEVISION-AND-RADIO REPA	12	0	0	1	0	0	11	4
ELECTRIC-MOTOR REPAIRER	5	1	0	2	2	0	6	5
ELECTRICAL-APPLIANCE REPA	2	1	0	2	1	0	3	2
APPLIANCE REPAIRER	4	0	2	0	0	0	2	2
ELECTRICAL-INSTRUMENT REP	0	2	0	0	0	0	2	1
AUTOMOBILE UPHOLSTERER	0	1	0	0	0	0	1	1
FURNITURE UPHOLSTERER	21	7	7	3	1	0	21	14
UPHOLSTERER, INSIDE	0	0	0	0	0	0	0	0

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
CUSHION BUILDER	1	0	0	0	0	0	1	1
SAIL CUTTER	21	0	8	0	0	0	13	1
SHOP TAILOR	23	5	1	4	4	0	27	1
SHOEMAKER, CUSTOM	3	3	0	0	0	0	6	1
STRUCTURAL-STEEL WORKER	62	33	21	8	8	0	74	25
SHEET-METAL WORKER	339	125	90	34	32	0	373	248
BOILERMAKER 1	89	0	20	0	0	0	69	3
BOILERHOUSE MECHANIC	4	0	2	0	0	0	2	3
RIGGER	84	11	18	1	1	0	77	13
DYNAMOMETER TESTER, MOTOR	4	0	0	1	1	0	4	0
ASSEMBLY MECHANIC, EXPERI	3	0	1	0	0	0	2	1
SHIPFITTER	211	32	51	19	19	0	192	25
TRUCK-BODY BUILDER	0	0	0	0	0	0	0	0
AUTOMOBILE-BODY REPAIRER	18	7	7	3	3	0	18	5
LAY-OUT WORKER 1	0	0	0	0	0	0	0	0
ORNAMENTAL-IRON WORKER	0	2	2	0	0	0	0	1
WELDING-MACHINE OPERATOR	0	1	0	0	0	0	1	1
WELDER, ARC	0	2	0	0	0	0	2	1
WELDER, COMBINATION	184	55	33	20	19	0	206	50
ELECTRICIAN, SUBSTATION	1	0	0	0	0	0	1	1
LINE ERECTOR	11	4	5	0	0	0	10	5
LINE REPAIRER	0	1	0	0	0	0	1	1

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
PROTECTIVE-SIGNAL INSTALL	0	0	0	0	0	0	0	0
LINE INSTALLER-REPAIRER	0	1	0	0	0	0	1	1
ELECTRICIAN	1,719	756	449	209	187	1	2,023	1,932
STREET-LIGHT SERVICER	0	0	0	0	0	0	0	0
ELECTRICIAN	297	57	53	36	36	0	301	24
ELECTRICAL-APPLIANCE SERV	1	0	0	0	0	0	1	1
ELECTRONICS MECHANIC	98	0	20	0	0	0	78	6
ELECTRICIAN, MAINTENANCE	134	63	24	12	8	0	173	146
ELECTRICIAN, MAINTENANCE	39	2	4	1	0	0	37	24
SOUND TECHNICIAN	4	0	1	3	0	0	3	1
CABLE SPLICER	11	0	8	0	0	0	3	1
PAINTER	71	49	53	9	9	0	67	50
PAINTER, SHIPYARD	64	8	29	3	3	0	43	10
LATHER	8	10	5	0	0	0	13	12
PLASTERER	1	3	1	0	0	0	3	4
DRY-WALL APPLICATOR	0	3	0	0	0	0	3	1
CEMENT MASON	1	0	0	0	0	0	1	1
CEMENT MASON	1	0	0	0	0	0	1	1
PAINTER, TRANSPORTATION E	1	1	1	0	0	0	1	1
OPERATING ENGINEER	20	10	1	4	4	0	29	3
CARPENTER, MAINTENANCE	6	3	3	0	0	0	6	8
CARPENTER, SHIP	1	0	0	0	0	0	1	1

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
ACOUSTICAL CARPENTER	1	1	1	0	0	0	1	1
BOATBUILDER, WOOD	9	0	5	1	1	0	4	3
CARPENTER	375	132	88	44	43	0	418	353
CARPENTER, ROUGH	0	0	0	0	0	0	0	0
JOINER	35	3	22	1	1	0	16	5
SHIPWRIGHT	12	0	5	0	0	0	7	1
BRICKLAYER	1	0	0	0	0	0	1	1
BRICKLAYER	200	76	49	29	26	0	227	91
TILE SETTER	10	4	1	0	0	0	13	9
WATER-AND-SEWER-SYSTEMS S	11	0	1	3	3	0	10	1
PIPE FITTER	366	37	136	29	29	0	261	17
OIL-BURNER-SERVICER-AND-I	2	0	1	0	0	0	1	1
PIPE FITTER	141	88	42	18	17	0	187	147
PIPE FITTER	17	0	0	0	0	0	17	15
PIPE-FITTER APPRENTICE	0	0	0	0	0	0	0	0
PLUMBER	413	246	125	43	40	1	533	545
INSULATION WORKER	56	22	14	2	2	0	63	53
INSULATION WORKER	7	1	0	0	0	0	8	4
PIPE COVERER AND INSULATO	35	0	17	0	0	0	18	2
FLOOR LAYER	0	9	0	0	0	0	9	4
GLAZIER	17	1	0	0	0	0	18	11
ROOFER	13	5	0	0	0	0	18	11

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
CONSTRUCTION WORKER 1	11	6	1	2	2	0	16	1
MAINTENANCE REPAIRER, IND	1	0	0	0	0	0	1	1
DOCKMASTER	1	0	0	0	0	0	1	1
MAINTENANCE REPAIRER, BUI	86	61	18	10	7	0	129	110
RIGGER	1	0	0	0	0	0	1	1
BOILER OPERATOR	2	0	1	1	1	0	1	1
STATIONARY ENGINEER	4	1	0	2	2	1	4	4
WATER-TREATMENT-PLANT OPE	7	1	0	0	0	0	8	5
WASTEWATER-TREATMENT-PLAN	112	3	14	14	14	1	100	18
CLARIFYING-PLANT OPERATOR	1	0	1	0	0	0	0	1
SIGN WRITER, HAND	4	0	0	1	1	0	4	1
OFFSET-PLATE MAKER	4	0	0	1	1	0	4	2
STRIPPER	0	14	0	0	0	0	14	1
LITHOGRAPHIC PLATE MAKER	1	0	0	0	0	0	1	1
TRANSFERRER	26	0	0	8	8	0	26	1
PHOTOGRAPHER, LITHOGRAPHI	18	5	0	0	0	0	23	1
COMPOSITOR	2	0	0	0	0	0	2	2
ENGRAVER, MACHINE	13	4	2	2	2	0	15	1
GRAPHIC ARTS TECHNICIAN	10	2	6	3	3	0	6	1
------- TOTALS -------	9,645	3,899	2,518	1,324	1,186	11	10,992 *	8,025

*This figure reflects a total of 1,279 completions and cancellations.

PUBLIC SERVICES AND INFORMATION DIVISION

The mission of the Public Services and Information Division is to facilitate excellence in public relations, public information, survey data collection and the operation and maintenance of both the Annual Survey of Occupational Safety and Health Illnesses and Injuries Program and the Integrated Management Information System. Its role is to extend and make more effective the use of agency resources through public outreach and public information programs, and through close contact with agency constituent groups; and to support agency management in the development of its own public affairs programs. The Public Services and Information Division is charged with developing training programs and materials and provides technical assistance and information to reduce work place fatalities, injuries, and illnesses.

The program efforts of the Division of Public Services and Information are directed towards improving the educational and informational services provided to external clients (associations, employer/employee organizations, news media, boards/commissions, and other interested parties) and internal clients (agency managers and staff). Program priorities for the Division consist of the following:

- Identifying the full range of agency constituents, and cultivating a dialogue and developing close working relations with key constituent groups.
- Formulating and facilitating programs which actively involve constituent groups in furthering the aims of the agency through information and education, such as seminars, conferences and quarterly briefing sessions.
- Developing and implementing public information and public relations programs and campaigns; and serving as a resource to other divisions as they develop public information and public relations programs.
- Publishing an agency newsletter, issuing press releases and statements on agency initiatives, and publishing "DLI in the News".
- Providing timely, accurate information to constituent groups regarding new standards, regulations, policies, and program initiatives and updates through quarterly briefings, newsletters, and through other means.
- Conducting the Annual Occupational Safety and Health Survey of workplace injuries and illnesses and presenting the survey findings for constituent and agency use.

- Operation and maintenance of the Integrated Management Information System, providing safety and health inspection information needed to satisfy federal, state, and agency requirements.

The Division of Public Services and Information is located in the central Richmond office and consists of the Director, the Office of Information, the Occupational Safety and Health Management Information Office, and the Occupational Safety and Health Research and Analysis Office.

VIRGINIA OCCUPATIONAL INJURIES AND ILLNESSES - 1988

The overall 1988 Virginia private-sector occupational injury and illness trends again headed toward higher incidence rates, for the first time matching the corresponding overall U.S. case rates.

Private-sector 1988 statistical results were compiled by the VOSH Research and Analysis staff from usable reports of 7,530 sample units out of a population of more than 120,000 Virginia employers. The findings of the Annual Survey showed that 157,100 work-related injuries and illnesses were recorded in 1988, occurring at a rate of 8.6 per 100 full-time workers. This rate is the equivalent of one out of 12 full-time workers.

For both Virginia and the United States, the 8.6 total-cases rate was comprised of an incidence rate of 4.0 for lost workday cases and 4.6 for nonfatal cases without lost workdays. If Virginia had the same industry mix as the overall United States, its total-cases incidence rate would have been higher.

Although the 1988 Virginia and U.S. rates were higher than rates for recent years, the increases do not solely reflect changing workplace safety and health conditions.

Improved recordkeeping may have contributed in some measure to the 1988 Virginia and national gains in the numbers of both injuries and illnesses recorded. (However, the Virginia statistics for OSHA recordkeeping forms distributed have been relatively constant in recent years. The 1988 count of OSHA No. 200 logs distributed was 22,000. Over 5,300 instructional booklets were also supplied.) A sign of recordkeeping improvement and/or a real change in case management was the increase from 1986 to 1988 in the percentage of cases involving days of restricted work activity only. The significance of the year 1986 is that it marked the change in status of the BLS recordkeeping guidelines, from advisory to OSHA-official. Days of restricted work activity are defined as workdays (consecutive or not) on which, because of injury or illness, 1) The employee was assigned to another job on a temporary basis; or 2) the employee worked at a permanent job less than full time; or 3) the employee worked at a permanently assigned job but could not perform all duties normally connected with it.

Two statistical measures of the severity of job-related injuries and illnesses are the number of lost workdays per lost workday case and, a more precise measure, the incidence rate of lost workdays. The Virginia count of lost workdays per lost time case moved up from 16 in 1987 to 17 in 1988. The corresponding 1988 national statistic was 19. The incidence rate of lost workdays advanced from 58.2 in 1987 to 66.8 in 1988, a 14.8 percent rate gain. In OSHA recordkeeping, lost workdays are the sum of days away from work and days of restricted work activity. The state's count of days away from work was up 13.2 percent, while the count of restricted workdays jumped 27.4 percent. The 1,003,000 days away from work, excluding the 228,800 restricted workdays, are the equal of 4,012 employee years, 0.2 percent of the Commonwealth's employed labor force.

Both the 1988 absolute numbers and incidence rates of cases with or without lost workdays rose, the cases without lost worktime moving up from 4.2 in 1987 to 4.6 in 1988 per hundred workers. But the relative mix of cases with and without

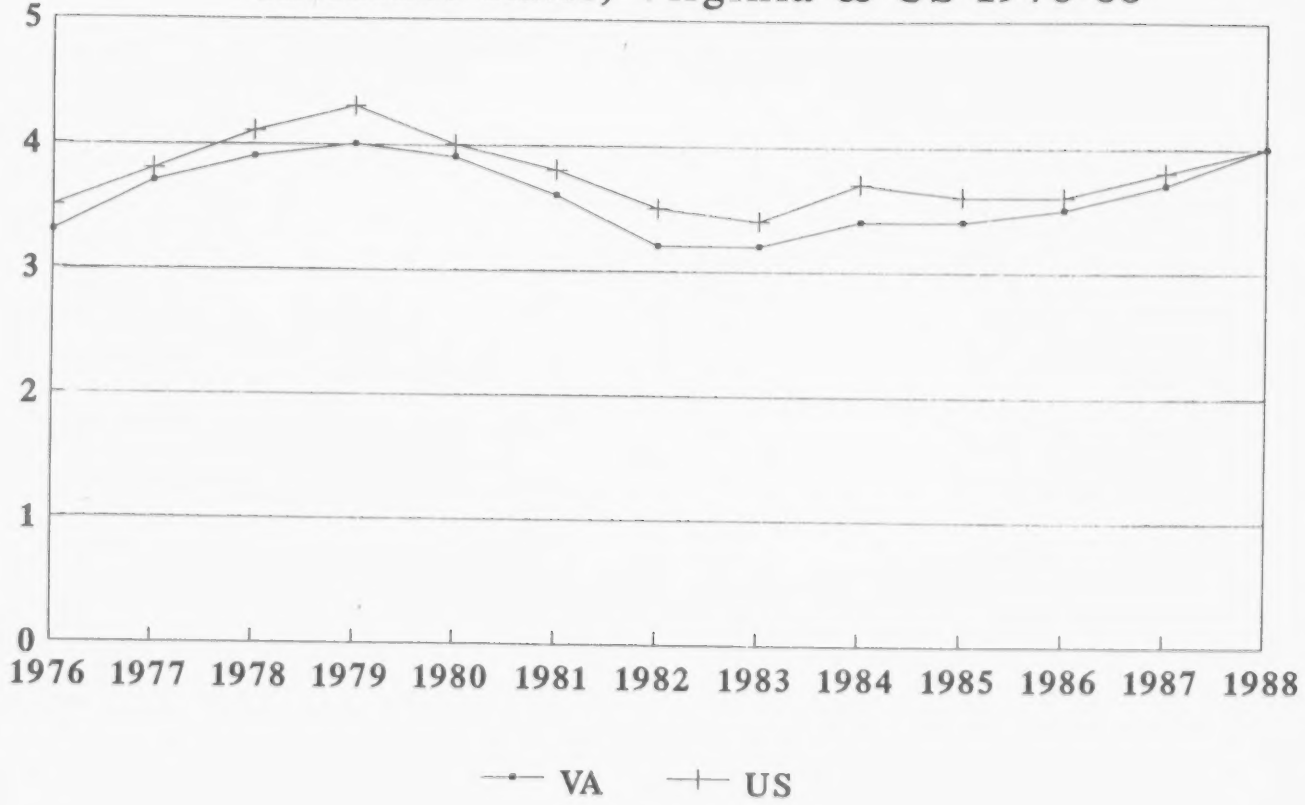
lost workdays remained true to the pattern of the decade. Specifically, the 84,100 nonfatal cases without lost workdays were 53.5 percent of the 1988 total.

In 1988 the theme was a 0.6 increase of the total-cases incidence rate, whether for the total private economy, the nonagricultural service-producing sector, or the nonagricultural goods-producing sector. The 0.6 increase for the retail trade industry division typified the service-producing sector, while the 0.6 increase for the manufacturing industry division represented the goods-producing sector.

The 1988 total-cases incidence rate of the private sector (8.6) exceeded that of any industry division classified as a nonagricultural service provider. The five service-providing industry divisions were retail trade (8.3), transportation and public utilities (7.3), wholesale trade (7.1), services (4.8), and least at risk, finance, insurance, and real estate (2.2). All four industry divisions of the goods-producing sector surpassed the state total-cases incidence rate. The agriculture, forestry, and fishing industry division logged in at 8.9 per 100 full-time workers. Manufacturing made it at an incidence rate of 13.0. Mining division case statistics were generally at a high for the 1980s, the total-cases rate being 13.6. The construction industry workforce racked up a 14.5 incidence rate, on a par with their 1987 rate. The construction and manufacturing workforces each reported a total-cases incidence rate that was an insignificant 0.1 lower than the U.S. counterpart statistic.

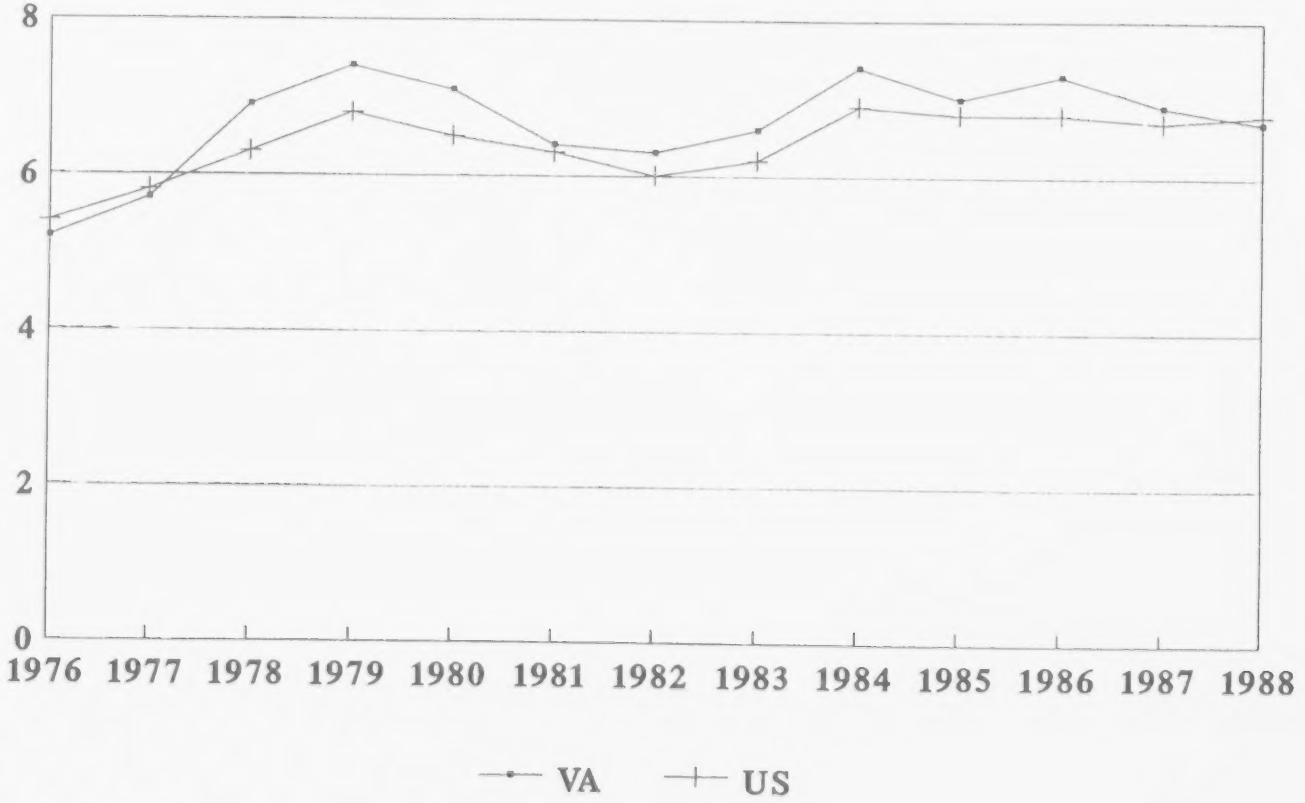
The nonfederal public sector in 1988 reported only small changes in incidence rates. The total-cases rate ebbed from 8.5 to 8.4. Among industry divisions with more than 100,000 employees, state government on its own behalf reported the best gain in job safety and health. The 7.5 total-cases incidence rate, down 0.7, was the lowest since 1979.

Private Sector Occupational
LWDI (Lost Workday Injury)
Incidence Rates, Virginia & US 1976-88



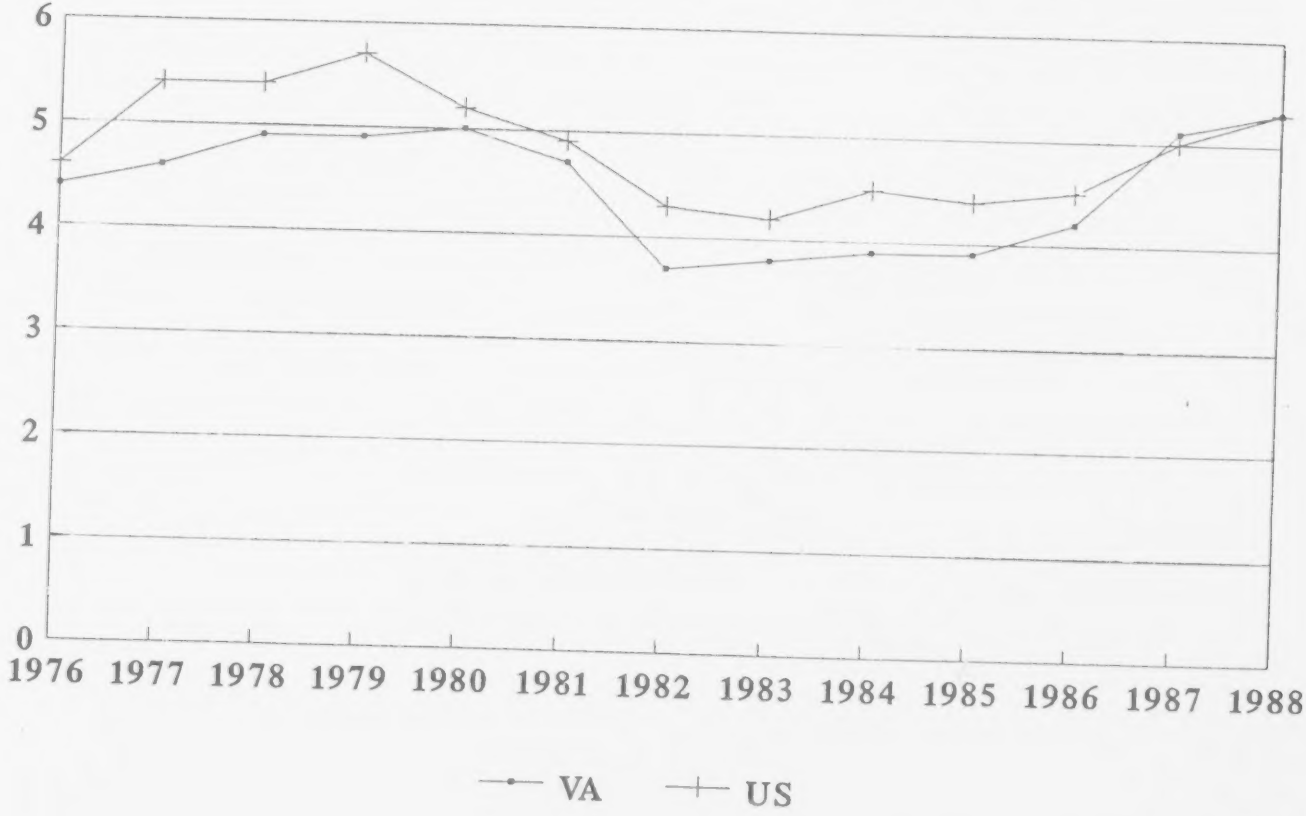
CONSTRUCTION LWDI (Lost Workday Injury)

Incidence Rates, Virginia & US, 1976-88



MANUFACTURING LWDI (Lost Workday Injury)

Incidence Rates, Virginia & US, 1976-88



Estimated Number of Occupational Injuries and Illnesses, Lost Workdays, and Average Lost Workdays Per Lost Workday Case
By Industry Group, Virginia, 1987 and 1988

Industry Group	Total Cases 1/ (in thousands)		Lost Workday Cases (in thousands)		Nonfatal Cases Without Lost Workdays 2/ (in thousands)		Lost Workdays (in thousands)		Average Lost Workdays Per Lost Workday Case	
	1987	1988	1987	1988	1987	1988	1987	1988	1987	1988
Total 3/	169.1	182.3	79.2	85.5	89.8	96.7	1234.4	1408.5	16	16
Private Sector 3/	144.8	157.1	66.8	72.8	77.9	84.1	1065.8	1231.8	16	17
Agriculture, Forestry, and Fishing 3/	1.6	1.6	0.9	0.8	0.7	0.8	18.6	12.0	22	14
Goods-Producing, Nonagricultural Private-Sector	76.4	81.2	34.2	36.5	42.1	44.5	580.6	644.6	17	18
Mining	1.8	2.2	1.2	1.6	0.6	0.6	31.9	43.5	26	28
Construction	23.9	24.8	11.4	11.6	12.4	13.1	198.7	209.6	17	18
Manufacturing	50.7	54.2	21.6	23.3	29.1	30.8	350.0	391.5	16	17
Durable Goods	30.2	33.2	12.6	14.0	17.6	19.1	214.2	246.2	17	18
Nondurable Goods	20.5	21.1	9.0	9.3	11.5	11.7	135.8	145.3	15	16
Service-Producing, Nonagricultural Private-Sector	66.7	74.2	31.7	35.4	35.0	38.7	466.7	575.1	15	16
Transportation and Public Utilities,	9.2	9.7	5.2	6.0	4.0	3.7	104.2	112.1	20	19
Wholesale and Retail Trade	36.7	38.4	16.6	16.6	20.0	21.8	220.5	241.3	13	15
Wholesale Trade	9.1	8.6	4.8	4.7	4.3	3.8	63.9	67.1	13	14
Retail Trade	27.6	29.8	11.8	11.9	15.8	17.9	156.6	174.2	13	15
Finance, Insurance, and Real Estate	2.7	2.8	1.3	1.5	1.4	1.3	14.3	35.0	11	23
Services	18.1	23.3	8.6	11.3	9.6	11.9	127.7	186.7	15	16
Public Sector: State and Local Government	24.3	25.2	12.4	12.6	11.9	12.6	168.6	176.7	14	14

1 Includes fatalities. Because of rounding, the totals may not precisely equal the sums of component parts.

2 Excludes minor injuries that involve only first aid treatment even though the treatment may have been rendered by a physician or other professional practitioner.

3 Excludes the self-employed, domestics, and employees on farms averaging fewer than 11 employees.

DIVISION OF VOLUNTARY SAFETY & HEALTH COMPLIANCE AND TRAINING

The Division of Voluntary Safety and Health Compliance and Training provides public and private sector employers with a variety of free, professional consultation services under the stipulations of Sections 7(c)(1) and 18(b) of the Occupational Safety and Health Act of 1970. These services help employers comply voluntarily with OSHA standards and regulations.

The Consultation Program continued to expand the scope of consultation to include Program Assistance. In addition to identifying hazards and providing technical cost effective abatement advice, the consultant also assists employers in developing and implementing their own safety and health programs, which include: self-inspections, written work rules, and employee training. In 1989, 405 employers voluntarily participated in this program.

In order to expand consultative services to new clients, promotional visits were conducted, resulting in 274 initial visits to new establishments. This accounts for the large increase, 56% of serious hazards abated and 52% of non-serious hazards noted, and the decrease in Consultative Surveys.

The Division continues to provide a number of training programs. In preparation for the new Excavation Standard effective March 5, 1990, a training program has been developed to be used for the in-house training of our Safety Enforcement Staff. Public training seminars will also be offered at various locations throughout the State.

Emphasis areas for staff training and consultation in 1989 have been cumulative trauma disorders and bloodborne diseases. The goal has been to provide the necesssary technical support to enable the agency's industrial hygienists to conduct comprehensive inspections relating to these two new health concerns. External training has focused primarily on the implementation of the Hazard Communication Standard for non-manufacturing employers and the use of universal precautions for the prevention of bloodborne diseases in health care facilities.

A survey of State Plan States was conducted to determine the level of cumulative trauma activities in each state. This study revealed that Virginia, through the Department's Cumulative Trauma Disorders Task Force, has more expertise and is providing more training and consultation on this topic than most other states. The Cumulative Trauma Disorders Guide, a manual describing conditions, risk factors, tool and workplace design, control programs and physical assessment of conditions, is in the process of being rewritten.

A project analyzing all construction fatality reports for the past four years was begun. When completed, this study will provide information that will be used to target training activities directed toward reducing the number of fatalities occurring in the construction industry.

During 1989, 62 training events were conducted.

ANALYSIS OF ACTIVITIES OF THE

VOLUNTARY SAFETY AND HEALTH COMPLIANCE AND TRAINING

Comparison: 1988 and 1989

ITEM	1988	1989
Consultative Safety and Health Surveys	430	405
Program Assistance	430	405
Serious Hazards Abated	863	1,350
Non-serious Hazards	960	1,459
Demonstrations/Safety and Health Talks	479	549
Safety Courses (Construction and Industry)	54	58
Certificates Awarded	635	1,261
Special Emphasis Program - Confined Space	21	23
Offsite Technical Assistance		3,600

MIGRANT AND SEASONAL FARMWORKERS BOARD

The Migrant and Seasonal Farmworkers Board is composed of representatives of grower communities, migrant and seasonal farmworkers, government, public and private agencies, and interest groups. The fifteen members serve as an advisory body to the Governor, General Assembly, and service deliveries.

The Board provides coordination and evaluation of state and federal services and other governmental, public and private agency services to migrant and seasonal farmworkers in the Commonwealth. The Board also identifies and evaluates the needs of migrant and seasonal farmworkers and the needs of employers of these workers and studies problems of the target population, provides background information, and recommends options. This advisory board works to encourage and foster the development of area migrant and seasonal farmworkers councils.

OFFICE OF PLANNING AND POLICY ANALYSIS

The Office of Planning and Policy Analysis, formerly the Division of Planning, Research and Policy Analysis, came into existence May 1, 1989. As a result of an agency-wide management study, the new office was designed to assist the department by providing planning services and evaluating the effects of existing and potential policies and programs. Also, the Office coordinates development of Executive Agreements; Memorandums of Understanding/Agreement with other state agencies; conducts/coordinates special projects and studies; issues guidance, provides assistance and coordinates the development of department, division and office goals and objectives; and reviews federal and state laws, regulations, executive orders, court orders and other documents, and directives to identify the need to develop or change Department policies.

In addition, the Office serves as the agency's liaison to the General Assembly and as the central point of contact within the Department on all matters involving legislation and the General Assembly. The staff are responsible for coordinating the preparation of the agency's proposed legislation; identifying, monitoring and tracking all legislation introduced in the General Assembly that impacts the Department; and coordinating the preparation of legislative impact statements on behalf of the Department.

During calendar year 1989, staff of the Office of Planning and Policy Analysis represented the Department on nine legislative studies, four as the lead agency. These studies covered farm labor, training programs for boiler plant personnel, apprenticeship training, and workplace safety and health compliance through the state procurement process.

This office continues to provide staff support to the Migrant and Seasonal Farmworkers Board and coordinate all Department and other state agencies' support and activities involving the state's migrant and seasonal farmworkers.

Virginia Department of Labor and Industry
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Richmond, Virginia 23241

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